



SECOND ANNUAL
DOD ACQUISITION INSIGHT DAYS
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Acquisition Education Challenges and the Human Capital Strategic Plan

Mr. Frank J. Anderson, Jr.

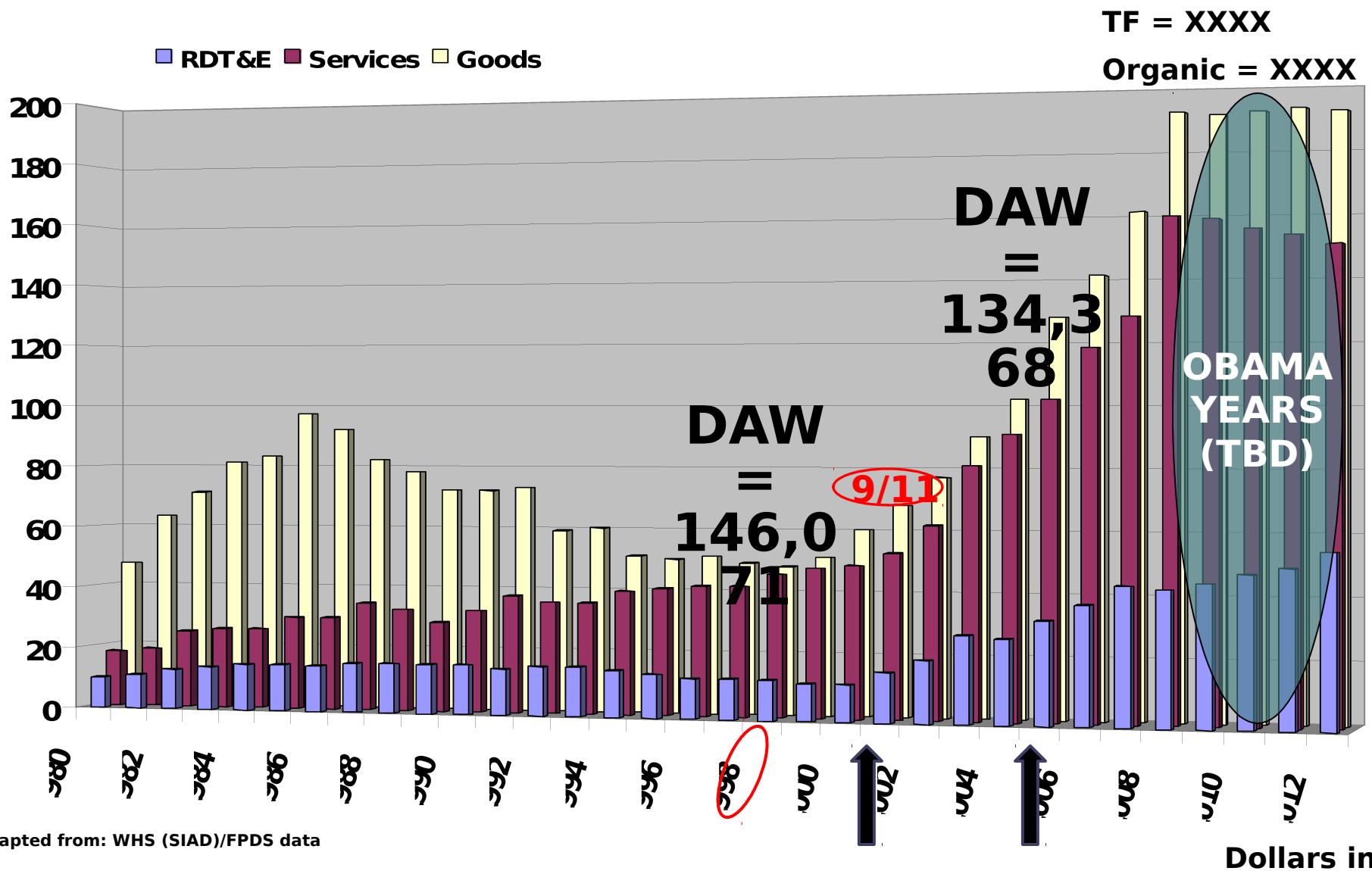
President, Defense Acquisition University

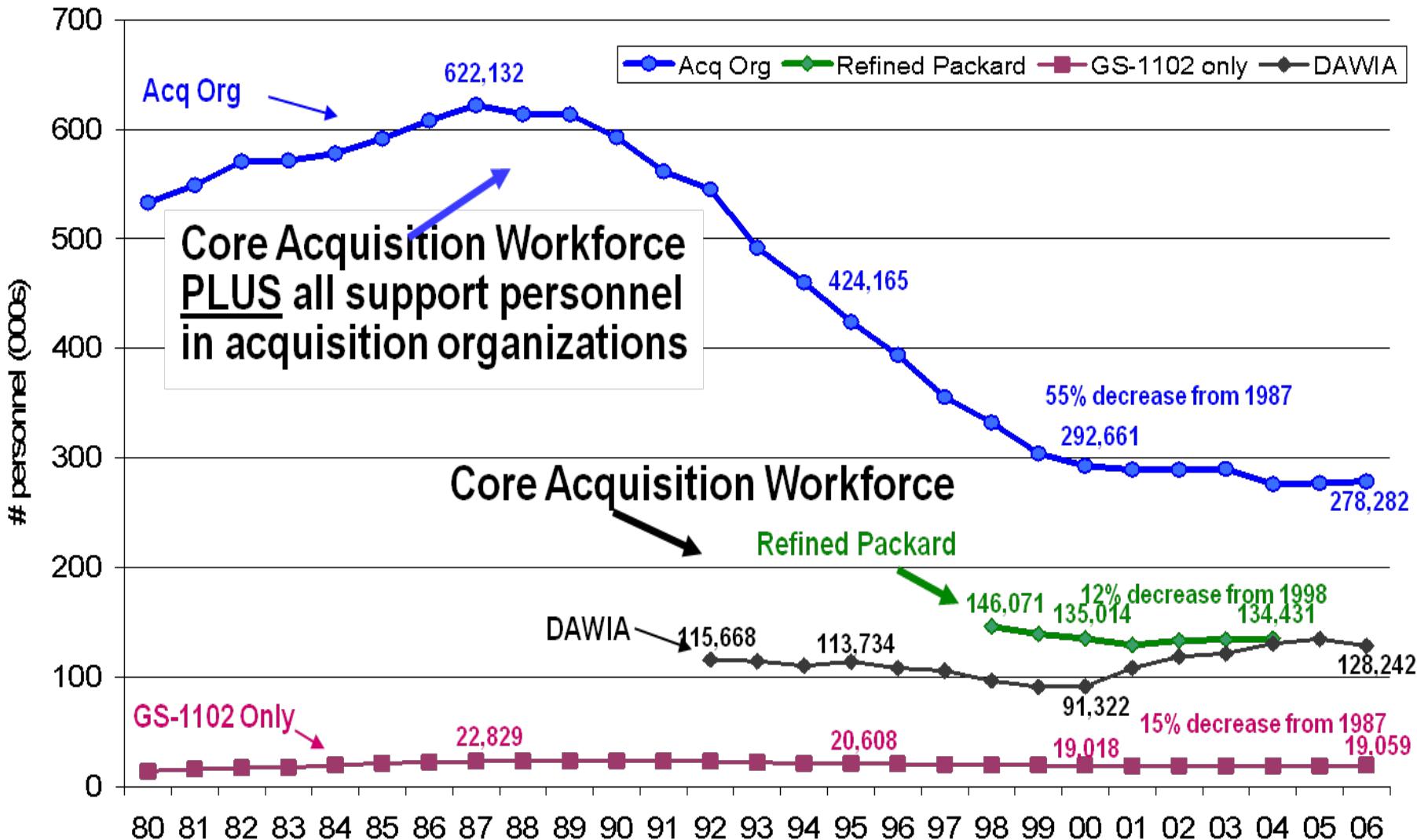
Growing the Acquisition Workforce



RESET

The Acquisition Environment





Acquisition Outcomes

Problematic



**THE WHITE HOUSE
Office of the Press Secretary**

**For Immediate Release
March 4, 2009**

**Memorandum for the Heads of Executive
Departments and Agencies**

Subject: Government Contracting

The Federal Government has an overriding obligation to American taxpayers. It should perform its functions efficiently and effectively while ensuring that its actions result in the best value for the taxpayers...

I further direct the Director of OMB, in collaboration with the aforementioned officials and councils, and with input from the public, to develop and issue by September 30, 2009, Government-wide guidance to...

(3) assist agencies in assessing the capacity and ability of the Federal acquisition workforce to develop, manage, and oversee

A View From the Hill





**Human
Capital
Planning**

**35
Statutory
Provisions
FY06-FY09**

**Recruiting &
Retention**

**Qualified
Workforce**

Ethics

**Size &
Composition**

Leadership Vector on Defense Acquisition Workforce



April 6, 2009



goals by increasing the size of defense acquisition workforce, converting 11,000 contractors to full- time government employees, and hiring 9,000 more government acquisition professionals by 2015, beginning with 4,100 in -- in F.Y. '10."

Secretary of Defense



As of 30 Sep 08

Functional Communities	ARM Y	NAV Y/ USM C	AIR FORC E	4 th Estate	TOTAL
Auditing	0	0	0	3,638	3,638
Business, Cost Estimating, & Financial Management	3,350	1,935	1,530	270	7,085
Contracting	7,714	5,245	6,834	5,887	25,680
Information Technology	1,764	903	950	317	3,934
Life Cycle Logistics	7,134	4,355	1,727	145	13,361
Production,	1,95	2,00	1,00	4,79	8,74

Total Force Management

Total
Organic
Count
125,879

+

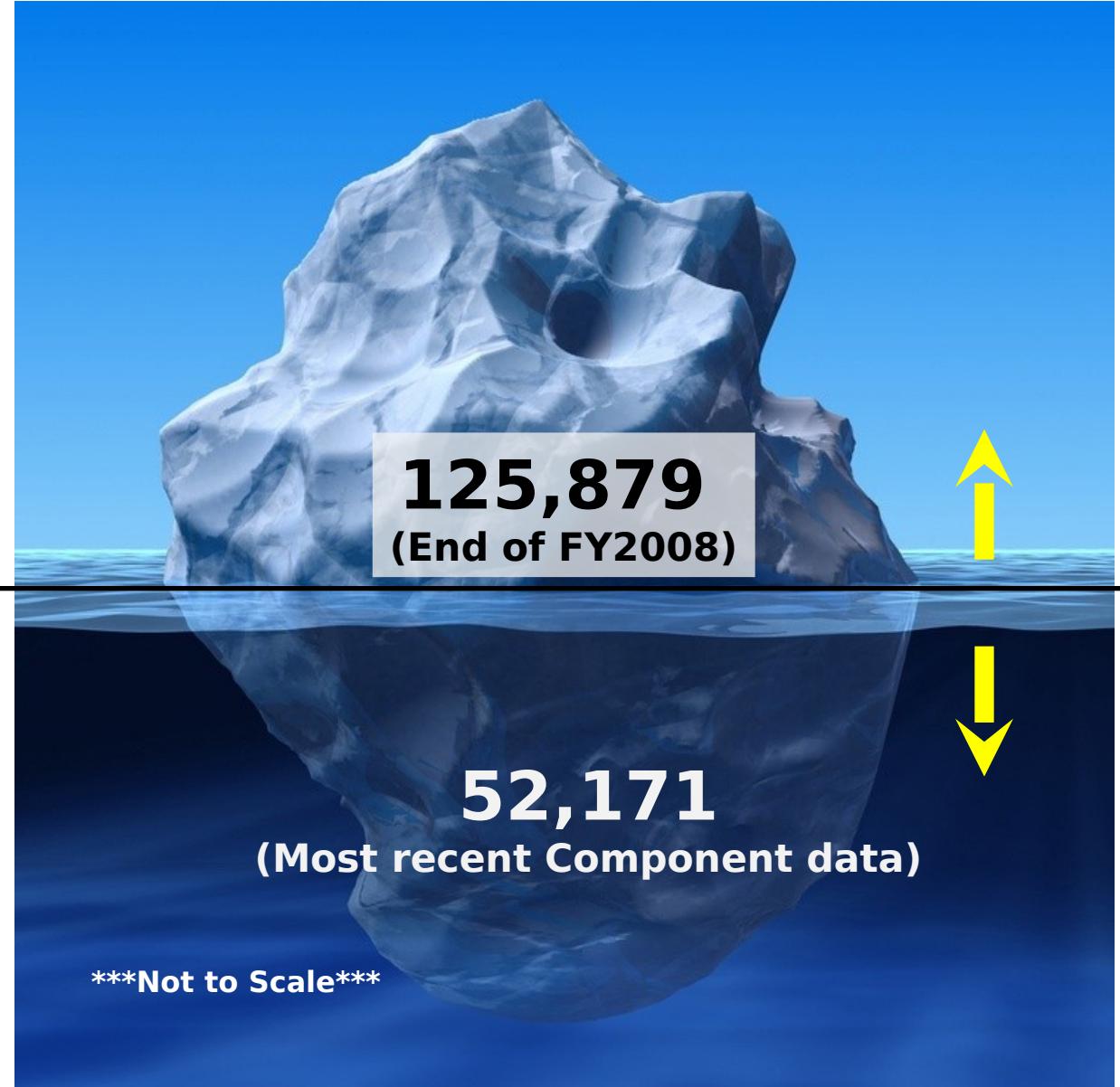
Contract
or
Support
52,171

178,050

Organic

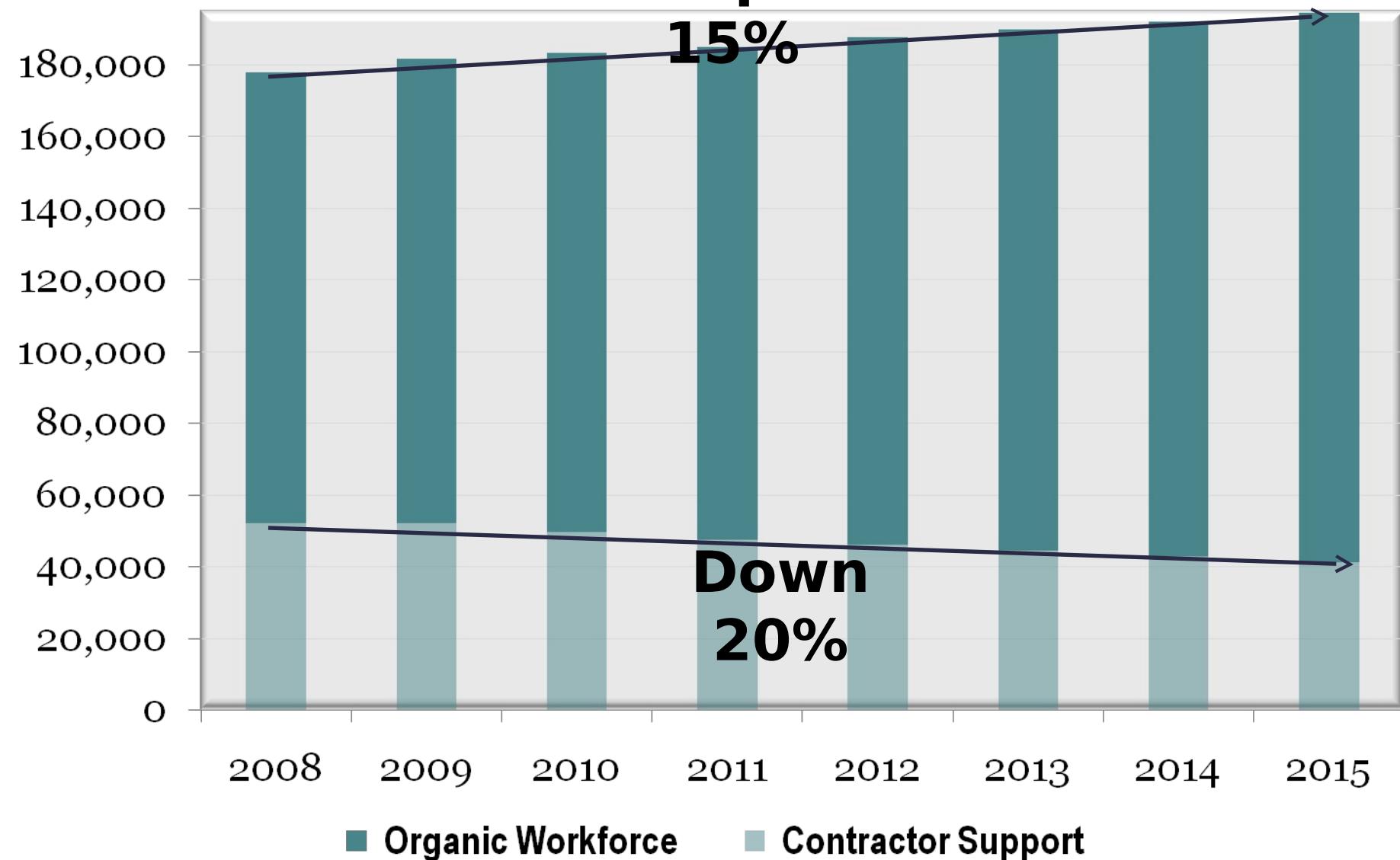


**Contracted
Services**





Rebalancing the Workforce



FY10 Strategy

- 4,100 new hires
 - 2,500 contractor support conversions

FYDP Strategy

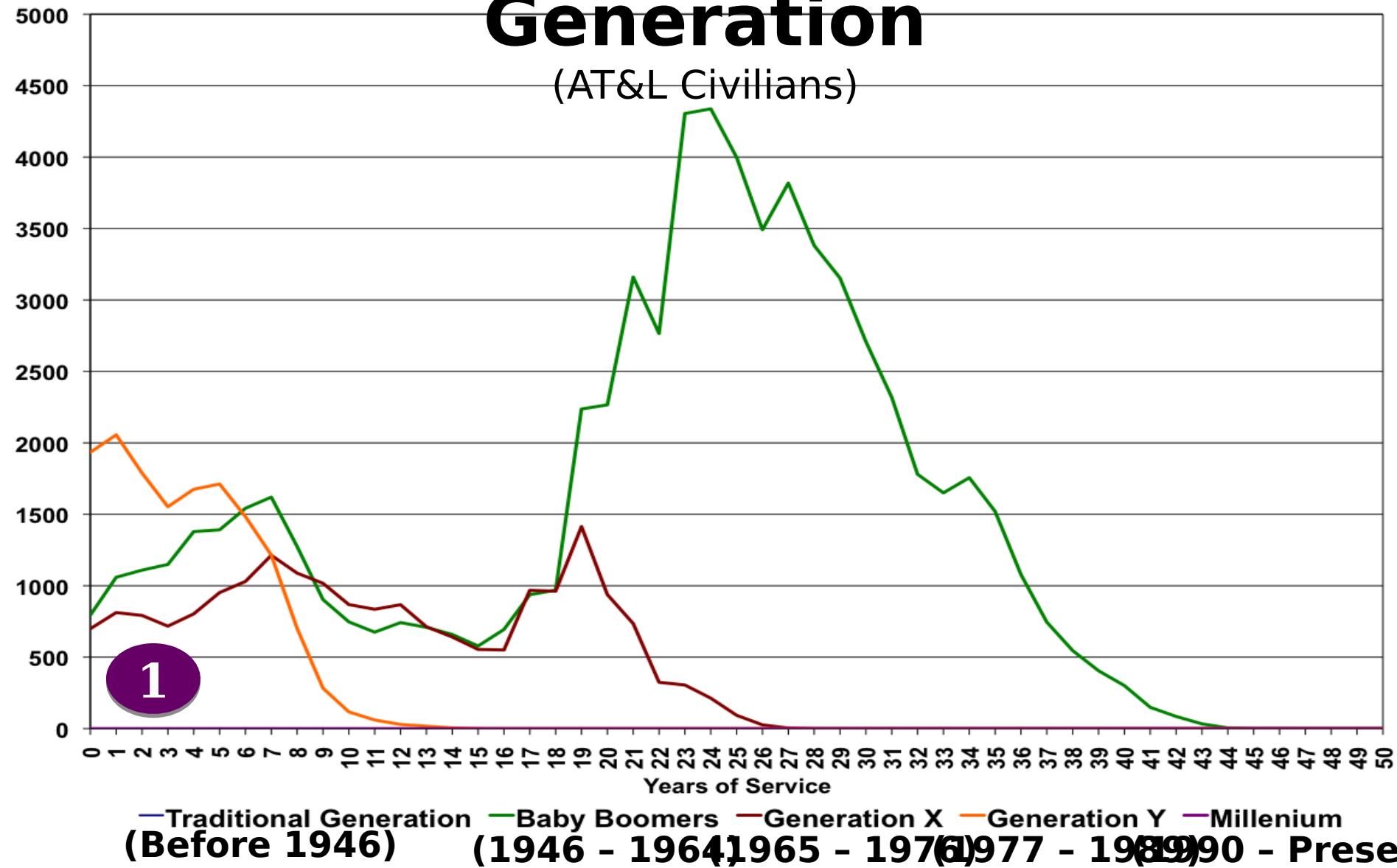
- 20,000 new hires
 - 11,000 contractors support conversions

“I do not believe there is a silver bullet, and I do not think the system can be reformed in a short period of time. ... I do believe we can make headway.”

**Secretary of Defense
Robert M. Gates**

Years of Service by Generation

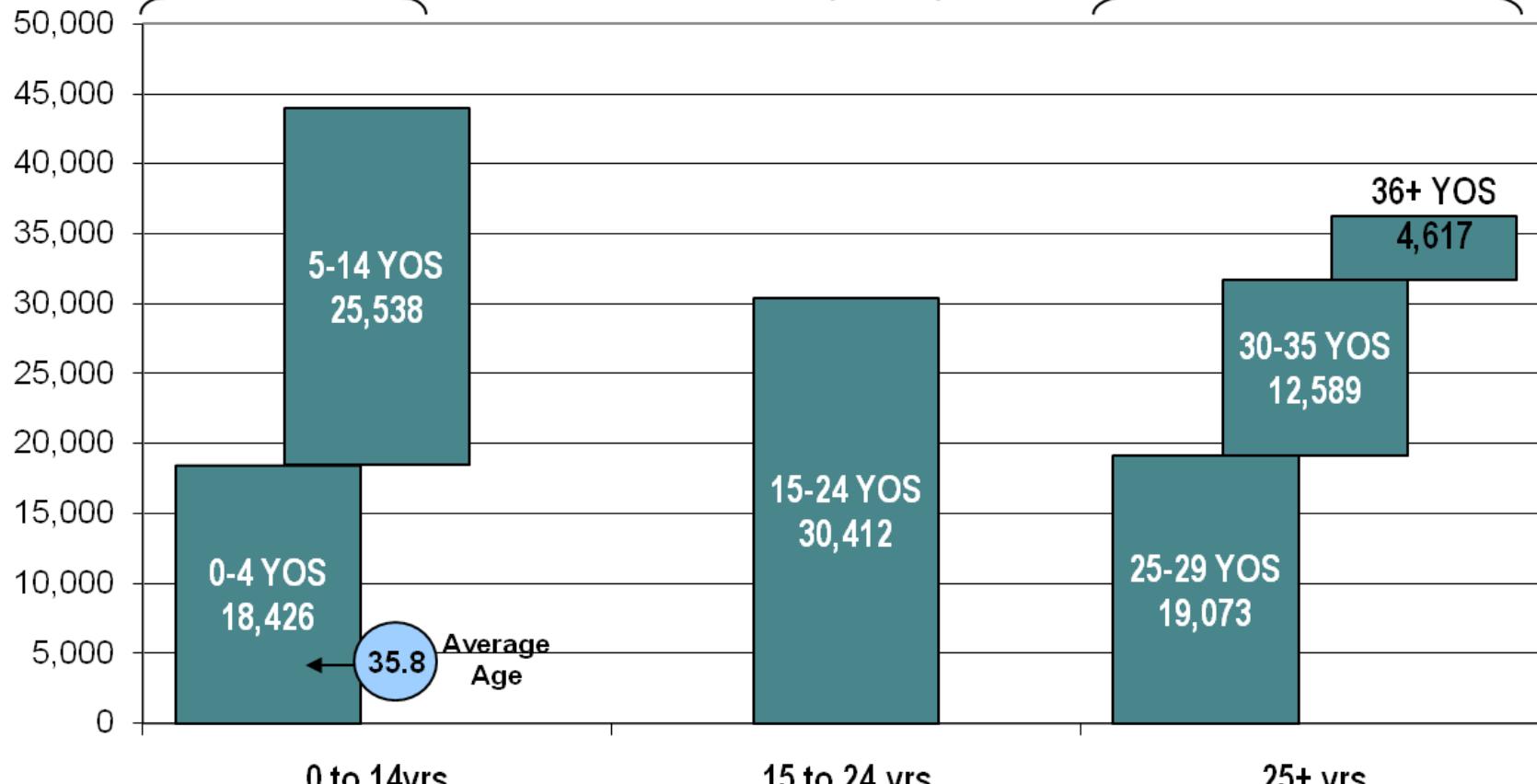
(AT&L Civilians)



— Traditional Generation (Before 1946) — Baby Boomers — Generation X — Generation Y — Millenium
(1946 - 1964) (1965 - 1976) (1977 - 1989) (1990 - Present)

AT&L Workforce Life-Cycle Model

Future 43,964 (39.6%) Mid-Career 30,412 (27.4%) Senior 36,279 (32.7%)



Recruit and Hire

Develop and Retain

Retain

Acquisition Corps / CAPS

KLP's

Retire

Note: There are 279 null YOS records (110,655 + 279 null YOS records = 110,934)

AT&L Enterprise Competency Initiative Process

Phase I -
Framework
Development

Phase II -
Model
Development

Phase III -
Model
Testing &
Refinement

Phase IV -
Competency
Validation,
Assessment &
Sustainment

Phase V -
Competency
Application &
Currency
Maintenance



DoD Contracting Competency Effort Workforce Assessment

- The Contracting Competency Assessment was completed in Sep 2008 with a participation rate of over 87% DoD-wide.

Combined Totals	Total Employee Population Targeted	Total Completed Employee Assessments
DOD-Wide	20,573	17,910 (87.1%)
Air Force	5,938	4,859 (81.8%)
Army	5,828	5,054 (86.7%)
Naval Forces	3,982	3,660 (91.9%)
Defense Agencies	4,825	4,337 (89.9%)

Key enabler to participation rates: Engagement of Senior

Acquisition Workforce Initiatives

FY10 - FY15

Recruit & Hire

87
%

Train &
Develop

9%

cognize & Retain

4%



Conclusion

**Deliberate,
thoughtful talent
management /
human capital
strategy**

- Deployed
- Funded
- Aligned

Enable Us

**Define and refine total
force**

- **Grow, right size,
right shape
acquisition workforce**
- **Establish robust
recruiting strategy**
- **Attract and retain
high caliber people**

**Acquisition workforce
strategy to improve
acquisition outcomes**